GOVERNMENT OF INDIA
CIVIL AVIATION
LOK SABHA

UNSTARRED QUESTION NO:616
ANSWERED ON:09.07.2004
RECRUITMENT OF EMPLOYEES
Kamat Shri Gurudas

Will the Minister of CIVIL AVIATION be pleased to state:

(a) the system of recruiting employees including pilots, cabin crew, technical staff, etc. in Alliance Air;

(b) whether most of the employees are on contract basis in Alliance Air;

(c) if so, the details thereof alongwith the reasons therefor;

(d) whether the Government effects retrenchment of the employees of Alliance Air after a particular period; and

(e) if so, the details of the grounds on which it is carried out?

Answer

MINISTER OF STATE OF THE MINISTRY OF CIVIL AVIATION (SHRI PRAFUL PATEL)

(a): Recruitment of employees including Pilots, Cabin Crew, Technical staff etc. in Alliance Air is done through a transparent recruitment process which includes inviting applications from eligible candidates through advertisements and selecting suitable candidates from various posts through Written Tests, Group Discussion and Personal interviews. In some cases retired employees particularly in Technical cadres from Indian Airlines Ltd. are also inducted on contractual basis depending on the operational requirement.

(b): Yes, Sir.

(c): A statement showing function-wise/ category-wise employees in Alliance Air as on 1st June, 2004 is enclosed as Annexure. The reason for having contractual appointments is that it provides flexibility to the management and is in the best interest to the organisation.

(d) and (e): No, Sir. Only in cases of the employees whose performance including conduct and attendance is not found satisfactory termination of contractual appointment is resorted to.